

ABSTRAK

Evaluasi kinerja dosen merupakan aspek penting dalam menjaga mutu akademik perguruan tinggi, khususnya pada bidang penelitian dan pengabdian kepada masyarakat sebagai bagian dari Tri Dharma Perguruan Tinggi. Di Jurusan Manajemen Informatika Politeknik Negeri Sriwijaya, pengelolaan data penelitian dan pengabdian dosen belum terintegrasi sehingga proses evaluasi kinerja belum optimal. Penelitian ini bertujuan mengimplementasikan metode *Simple Multi Attribute Rating Technique* (SMART) pada Sistem Pendukung Keputusan untuk evaluasi kinerja dosen. Metode pengembangan sistem yang digunakan adalah *Rapid Application Development* (RAD), sedangkan metode SMART digunakan untuk menghitung nilai berdasarkan lima kriteria: pendanaan, jenis kegiatan, kolaborasi, luaran, dan jurnal. Hasil penelitian menunjukkan bahwa metode SMART berhasil diimplementasikan pada sistem berbasis web SMARTIVA yang mampu mengelola data dosen, penelitian, pengabdian, dan publikasi serta menghasilkan nilai evaluasi dan ranking dosen secara otomatis. Sistem ini membantu evaluasi kinerja dosen secara objektif, terstruktur, dan mendukung peningkatan mutu serta akreditasi program studi.

Kata Kunci: Sistem Pendukung Keputusan, SMART, Evaluasi Kinerja Dosen, Penelitian, Pengabdian Masyarakat.

ABSTRACT

Lecturer performance evaluation is an important aspect of maintaining the academic quality of higher education institutions, particularly in the areas of research and community service as part of the Tri Dharma of Higher Education. In the Department of Informatics Management at Sriwijaya State Polytechnic, the management of lecturers' research and community service data has not been integrated, resulting in a less optimal performance evaluation process. This study aims to implement the Simple Multi Attribute Rating Technique (SMART) method in a Decision Support System for lecturer performance evaluation. The system was developed using the Rapid Application Development (RAD) method, while the SMART method was applied to calculate performance scores based on five criteria: funding, activity type, collaboration, outputs, and journal publication. The results show that the SMART method was successfully implemented in the web-based SMARTIVA system, which is capable of managing lecturer, research, community service, and publication data, as well as automatically generating performance scores and lecturer rankings. The system supports lecturer performance evaluation in an objective and structured manner and contributes to improving study program quality and accreditation.

Keywords: Decision Support System, SMART, Lecturer Performance Evaluation, Research, Community Service.